

**Denver Borough Public Works Department Laborer III Position
Salary and Benefit Summary**

Benefits

Medical Insurance Benefits. Regular full-time employees are eligible to participate in the Borough's health and medical insurance program. The name of the current health insurance plan is the Central Pennsylvania Teamsters Health & Welfare Fund Plan No. 14 - Dependent Opt Out Provisions – Component Rate. The Borough shall cover each regular full-time employee, spouse, and children in the current Medical Insurance Plan as per the specifications listed in the current Medical Insurance Plan. Please refer to your medical benefit booklet for additional information.

Employee monthly insurance premium co-pay amounts shall equal six and one-half percent (6.5%) of the monthly Health & Welfare Premium cost and shall be paid through payroll deductions.

In 2026, the monthly Health & Welfare Premium costs and employee monthly copay is as follows:

Type of Coverage	Monthly Premium	Monthly Employee Copay
Single	\$ 974.00	\$ 63.31
Single parent with Child(ren)	\$1,790.00	\$116.35
Married	\$2,273.75	\$147.79
Family	\$3,076.50	\$199.97

Employees who elect to opt-out of the Borough's Medical Insurance Plan shall receive a total of \$500.00 paid in quarterly installments of \$125.00.

Note, under the "Dependent Opt Out" provisions under Plan 14, participants are permitted to select whether they will elect coverage for under the Plan and which eligible dependents they elect to cover under the Plan. Dependents cannot be covered under the Plan if the participant does not elect coverage for himself/herself. Participants can make an election only once annually during an open enrollment period, except in the event of a "special enrollment" opportunity as defined under HIPPA.

Eligibility of Employees

Any newly hired employee shall qualify for benefit coverage as of the first day of the month immediately following the Borough's first contribution if such employee meets the requirements summarized below:

An employee shall be deemed to be an eligible employee entitled to a contribution if such employee had been credited with at least 60 hours for the employer during the preceding calendar month (for example: an employee is hired January 17 and has been credited with 60 hours in the month of January, therefore, the contribution is due February 15 for the benefit coverage effective March 1).

Short Term Disability Benefits:

Short Term Disability shall be paid according to the provisions of the Insurance Plan currently in effect.

Life Insurance Benefits:

The Borough provides Life Insurance Coverage in the amount of one-time (1x) the annual salary for each regular full-time employee as part of the Borough's Insurance Plan.

Workers Compensation Benefits:

The Borough provides Workers Compensation Insurance to cover all employees for work loss due to injuries suffered on the job. The Borough pays for this coverage. All injuries must be reported immediately, and a written report shall be required of all injured employees whether or not medical treatment was sought.

The Borough or the insurance carrier may require an examination at its expense, performed by a physician of its choice, to determine when the employee can return to work and if he/she will be capable of performing the duties and responsibilities of the position.

A doctor's certificate authorizing the employee to return to work shall be presented to the employer upon returning to work from sick leave injury or after receiving worker's compensation benefits.

Pool Membership Benefits:

Each regular full-time employee, his or her spouse, and children up to the age of 18 are entitled to an annual free membership to the Denver Community Pool.

Pension Benefits:

The Borough shall maintain a separate account covering each participating employee in the plan. Such account shall be increased by the participating employees' share of contributions, investment income and market value appreciation of the plan. The share of each participating employee shall be decreased by the participating employee's share of market value depreciation of the plan.

All full-time nonuniformed employees hired after the effective date of this article shall be eligible to participate in the plan after the completion of 24-months of service. Employees shall become eligible on the first day of the calendar month next following the date on which the employee met the requirements to participate.

The Borough shall contribute to the account of each participating employee in an amount equal to 7% of the participating employees' regular hourly rate times the number of hours that such participating employee worked in the calendar quarter year up to a maximum of 520 hours per quarter and a maximum of 2,080 hours per calendar year, provided that in calendar years in which there are 27 biweekly pay periods, the Borough shall contribute to the account of each participating

employee in an amount equal to 7% of the participating employees' regular hourly rate times the number of hours that such participating employee worked in the calendar quarter year up to a maximum of 2,160 hours per calendar year.

Leave Benefits

Vacation Leave:

All regular full-time new hire employees shall receive vacation on their anniversary date of hire following the completion of one (1) year of continuous employment as per the following schedule:

One (1) Year – Ten (10) Days
Six (6) Years – Fifteen (15) Days
Ten (10) Years – Twenty (20) Days

Personal Leave:

Four (4) personal days per year for personal business which must be used within the calendar year (January 1st to December 31st) and shall not be accumulated.

Sick Leave:

Six (6) sick days per year for each calendar year of continuous employment and may accumulate a maximum of 150 days.

Holidays:

The following shall be recognized as paid Holidays for employees who have completed thirty (30) days of employment. The total number of paid Holidays shall be eight (8) and are as follows:

New Year's Day	Good Friday
Memorial Day	Independence Day
Labor Day	Thanksgiving Day
Day after Thanksgiving	Christmas Eve (1/2 Day)*
Christmas Day	

When Christmas Eve falls on a weekday (Monday through Friday), employees shall work four (4) hours that day and shall be paid a total of eight (8) hours at regular pay.

If a Holiday other than Christmas Eve falls on a Saturday, it shall be celebrated on the preceding Friday. If a Holiday other than Christmas Eve falls on a Sunday, it shall be celebrated on the following Monday.